



# DIVERSITY AND INCLUSION POLICY

## Table of Contents

1. Purpose .....	2
2. Policy Statement .....	2
3. Responsibility .....	2
4. Ownership .....	3

### Version Control

Author/Contributor	Version	Date	Comments
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## 1. Purpose

Turners Automotive Group Limited (Turners) is committed to building diversity and inclusion of thought within our company. Turners is committed to attracting, developing and retaining a diverse, talented group of individuals

This Policy applies to all Turners people and Directors.

## 2. Policy Statement

The Company is committed to a culture that actively promotes diversity and inclusiveness. We believe that diversity and inclusion of thought enables Turners to better respond to the ever changing environment we operate in and better serve the diverse customer and stakeholder base we are accountable to.

Diversity in Turners includes (but is not limited to) the following:

- Gender
- Race, ethnicity and cultural background
- Disability and physical capability
- Age
- Sexual orientation
- Religious or political belief

We believe diversity and inclusion of background, experiences, thoughts and ways of working lead to greater creative and innovative solutions which ultimately lead to a superior outcome for our stakeholders socially, economically and environmentally.

## 3. Responsibility

### BOARD

The Board of Turners is responsible for assessing management's strategies to increase inclusiveness and diversity within the company. The Board is also responsible for assessing the effectiveness of the approved strategies in attainment of the objectives of this policy.

Turners ensures that all roles that are actively promoted via recruitment companies and/or advertising, promote that Turners is an equal opportunities employer.

### CEO AND SENIOR LEADERSHIP TEAM

Management is responsible for developing and implementing the strategies approved by the Board and reporting to the Board on progress made.

Management provides leadership to actively promote diversity and inclusiveness in Turners.

All should be aware of Turners Diversity Policy and adhere to the guidelines in this policy in decision making relating to employment and appointment of suppliers and contractors.

#### 4. Objectives

Each year the board will set measurable objectives for the upcoming year and will review its progress against the measurable objectives against those for the previous year.

#### 5. Ownership

The policy is owned by the Board of Turners and will be updated annually or as otherwise required. Senior management are responsible for ensuring all employees and contractors are aware of the policy and adhere to its principles and requirements.

#### 6. Review

This policy is reviewed by CEO and Senior Leadership Team every 12 months. Additionally where there is significant change in the business of the Company the policy will be reviewed as necessary.